

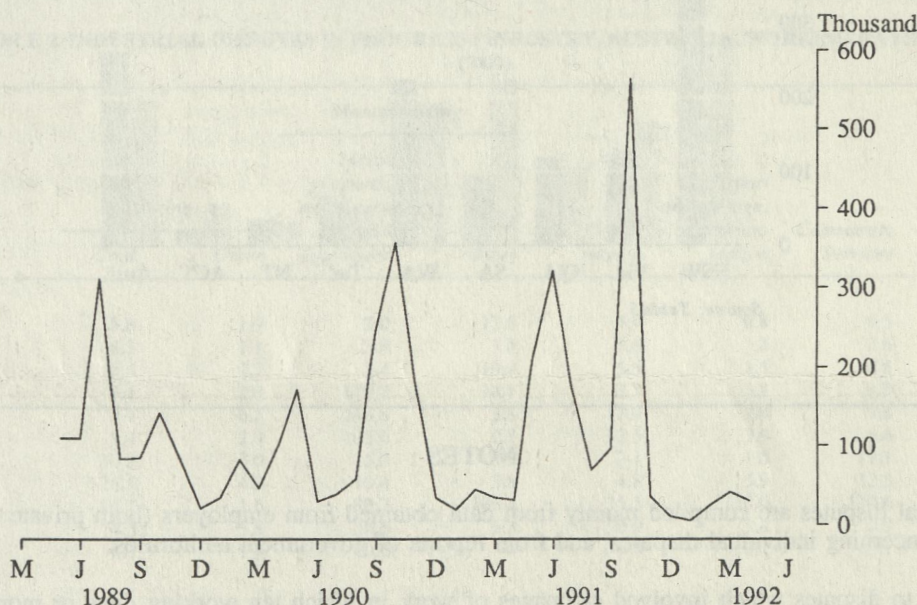
INDUSTRIAL DISPUTES, AUSTRALIA, APRIL 1992

MAIN FEATURES

In April 1992—

- There was a slight decrease in the level of industrial disputation compared to March. In April there were 78 disputes reported in progress involving 19,100 employees and the loss of 30,100 working days. By comparison, in March there were 106 disputes reported in progress involving 36,800 employees and the loss of 41,300 working days.
- The Manufacturing industry (other than metal products, machinery and equipment) recorded 7,000 working days lost compared to 3,400 in March.
- The Transport and storage and communication group reported 5,100 working days lost compared to 1,100 in March.
- The Community services industry reported 1,000 working days lost, down from 10,100 in March.
- Disputes in the Electricity, gas and water industry (a component of Other Industries in Table 2) accounted for 7,600 working days lost.
- All States and Territories, other than Tasmania and the Australian Capital Territory recorded a decrease in working days lost compared to March.
- Victoria accounted for 9,200 working days lost, which was 31 per cent of all lost time.
- Tasmania recorded 6,000 working days lost, or 20 per cent of all lost time.

CHART 1. WORKING DAYS LOST, AUSTRALIA



Source: Table 1

INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics contact Laura Smith on Canberra (06) 252 6561 or any ABS State office.
- for information about other ABS statistics and services please contact Information Services on Canberra (06) 252 6627, 252 5402, 252 6007 or any ABS State Office.

In the twelve months ending April 1992—

- There were 968 disputes reported in progress involving 1,149,400 employees and the loss of 1,583,500 working days.

In terms of working days lost per thousand employees in the twelve months to April 1992:

- There were 262 working days lost per thousand employees in Australia.
- Working days lost per thousand employees in the Coal mining industry continued to decline for the fourth successive month (4,259).
- The Transport and storage and communication group reported 248 working days lost per thousand employees, the highest rate for this industry since the twelve months ending January 1991 (262).

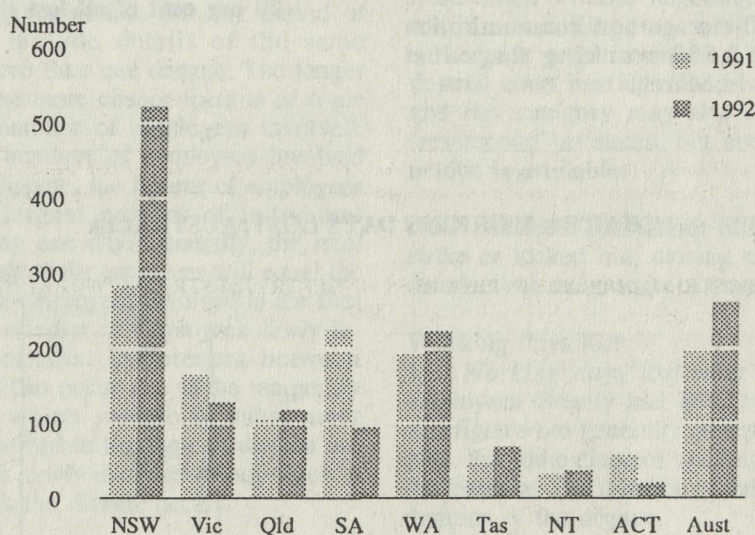
- Working days lost per thousand employees has continued to decline in South Australia since the twelve months ended July 1991 (94).

- Tasmania reported 69 working days lost per thousand employees, the highest for this State since the twelve months ending July 1989 (73).

For disputes ending in the twelve months to April 1992:

- Managerial policy was reported as the cause of disputes accounting for 53 per cent of working days lost.
- Disputes of up to and including 1 day in duration accounted for 36 per cent of days lost, with disputes of more than 1 day up to and including 5 days accounting for a further 57 per cent of working days lost.

**CHART 2. WORKING DAYS LOST PER THOUSAND EMPLOYEES,
12 MONTHS ENDING APRIL 1991 AND 1992**



Source: Table 5

NOTES

Statistics of industrial disputes are compiled mainly from data obtained from employers (both private and public sector) and trade unions concerning individual disputes, and from reports of government authorities.

The statistics relate to disputes which involved stoppages of work in which ten working days or more were lost at the establishments where the stoppages occurred.

Statistics on working days lost per thousand employees are calculated using estimates of employment from the Survey of Employment and Earnings and the Labour Force Survey. It should be noted that recent employment estimates from the Survey of Employment and Earnings may be subject to revision as a result of changes being made to the ABS register of businesses. This may result in revisions to estimates of working days lost per thousand employees. For further details refer to the explanatory notes of the publication *Employed Wage and Salary Earners, Australia (6248.0)*.

Explanatory Notes and a Glossary are published on pages 6 to 8 of this publication.

IAN CASTLES
Australian Statistician

TABLE 1. INDUSTRIAL DISPUTES IN PROGRESS : AUSTRALIA(a)

Period	Number of disputes(b)		Employees involved ('000)		Working days lost ('000)
	Commenced in period	Total(c)	Newly involved(d)	Total(c)	
1991 —					
February	102	117	40.7	45.4	44.3
March	102	118	31.5	34.2	34.0
April	84	93	22.0	22.9	30.6
May	114	126	193.4	195.4	212.2
June	97	116	118.3	286.8	320.2
July	116	141	64.1	202.1	174.7
August	91	103	68.5	71.0	69.3
September	76	87	73.2	84.8	96.1
October	83	98	534.4	566.3	563.7
November	71	81	15.7	19.8	35.6
December	40	44	6.9	7.7	10.4
1992 —					
January	36	38	4.9	5.1	5.2
February r	73	77	17.1	17.9	24.6
March r	95	106	34.6	36.8	41.3
April	63	78	16.2	19.1	30.1
Twelve months ended —					
April 1990	1,262	1,284	718.7	724.8	1,199.3
1991 r	1,186	1,206	680.9	713.4	1,241.9
1992	955	968	1,147.3	1,149.4	1,583.5
December 1989	1,391	1,402	706.4	709.8	1,202.4
1990	1,189	1,193	725.9	729.9	1,376.5
1991	1,054	1,058	1,178.7	1,181.5	1,610.5

(a) More detailed information by State and industry is available on request. (b) Disputes affecting more than one industry have been counted as a separate dispute in each industry. See paragraph 5 of the Explanatory Notes. (c) Refers to all disputes in progress during the period. (d) Comprises employees involved in disputes which commenced during the month and additional employees involved in disputes which continued from the previous month.

TABLE 2. INDUSTRIAL DISPUTES IN PROGRESS : INDUSTRY, AUSTRALIA, WORKING DAYS LOST(a)
('000)

Period	Manufacturing								
	Mining		Metal products, machinery and equipment	Other	Const- ruction	Transport and storage: Communi- cation	Community Services	Other industries(b)	All industries
	Coal	Other							
1991 —									
February	8.8	1.9	3.0	12.5	4.9	0.8	9.5	2.8	44.3
March	8.3	1.1	3.8	3.8	8.8	1.4	2.6	4.2	34.0
April	3.6	2.7	3.4	10.9	5.6	2.6	0.6	1.2	30.6
May	7.1	2.9	179.7	14.1	2.7	3.1	0.5	2.1	212.2
June	5.7	6.5	248.8	3.1	17.9	7.0	9.8	21.4	320.2
July	8.4	2.9	105.6	2.8	32.5	3.3	5.6	13.7	174.7
August	30.8	3.0	5.3	3.8	3.1	1.0	17.1	5.2	69.3
September	26.8	4.3	10.4	3.8	4.8	5.9	32.5	7.6	96.1
October	14.1	5.6	80.7	106.4	35.5	70.0	120.6	130.9	563.7
November	4.5	3.8	20.5	3.3	0.9	1.4	0.9	0.5	35.6
December	6.7	1.6	0.6	—	—	0.1	0.1	1.2	10.4
1992 —									
January	1.5	0.3	0.4	0.1	0.4	0.6	—	2.0	5.2
February	r4.7	2.9	3.5	5.2	3.2	1.8	0.4	2.9	r24.6
March	r7.7	10.0	2.1	3.4	1.2	1.1	10.1	r5.7	r41.3
April	2.3	4.0	1.7	7.0	0.4	5.1	1.0	8.5	30.1
Twelve months ended —									
April 1990	171.4	31.3	158.7	155.1	126.3	128.7	228.4	199.2	1,199.3
1991 r	131.3	86.1	542.1	139.5	57.7	54.2	161.5	69.5	1,241.9
1992	120.3	47.8	659.3	152.9	102.6	100.4	198.7	201.5	1,583.5
December 1989	164.8	34.2	201.1	186.7	117.0	70.7	224.1	203.9	1,202.4
1990	150.5	86.7	536.3	133.4	62.2	129.9	199.2	78.3	1,376.5
1991	129.6	37.1	664.0	169.3	120.7	98.1	201.1	190.7	1,610.5

(a) More detailed information by State and industry is available on request. (b) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Recreation, personal and other services.

TABLE 3. INDUSTRIAL DISPUTES IN PROGRESS : STATES AND TERRITORIES, AUSTRALIA, WORKING DAYS LOST(a)
(^{'000})

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
1991 —									
February	21.6	12.4	3.1	2.8	4.3	—	—	—	44.3
March	13.8	7.9	3.9	5.4	2.5	0.3	0.1	0.1	34.0
April	7.6	9.4	3.4	4.0	3.2	0.5	1.5	0.9	30.6
May	146.8	14.0	5.4	4.9	39.4	1.6	0.2	0.1	212.2
June	165.4	64.7	31.0	22.4	35.9	0.3	0.5	0.1	320.2
July	69.7	48.7	29.1	11.6	14.1	0.4	0.5	0.7	174.7
August	47.4	10.6	3.9	3.7	3.3	0.1	—	0.4	69.3
September	48.3	28.2	14.7	1.5	3.2	—	0.2	—	96.1
October	550.2	5.9	2.2	2.5	2.3	0.4	0.3	0.1	563.7
November	23.5	1.5	6.9	0.3	2.6	0.8	0.1	—	35.6
December	4.9	0.9	0.8	—	3.8	—	—	—	10.4
1992 —									
January	3.7	0.7	0.5	—	0.3	—	—	—	5.2
February	5.2	9.9	4.5	0.8	3.2	1.0	—	—	24.6
March	10.7	12.9	7.9	1.2	7.9	0.1	0.6	—	41.3
April	5.9	9.2	3.3	0.2	4.1	6.0	—	1.4	30.1
Twelve months ended —									
April 1990	513.2	443.4	88.8	38.3	90.9	9.6	5.1	10.1	1,199.3
1991	616.1	283.8	99.6	121.9	103.6	7.4	2.2	7.3	1,241.9
1992	1,081.6	207.0	110.1	49.0	120.1	10.7	2.4	2.7	1,583.5
December 1989	589.6	348.4	100.5	35.0	102.1	10.2	6.9	9.6	1,202.4
1990	622.9	391.2	107.9	125.8	108.4	10.7	1.7	7.9	1,376.5
1991	1,106.3	209.1	106.6	59.3	119.1	4.4	3.3	2.3	1,610.5

(a) State by industry information is available on request

TABLE 4. INDUSTRIAL DISPUTES IN PROGRESS : INDUSTRY, AUSTRALIA
WORKING DAYS LOST PER THOUSAND EMPLOYEES FOR THE TWELVE MONTHS ENDED(a)

Period	Manufacturing								
	Mining		Metal products, machinery and equipment	Other	Const- ruction	Transport and storage; Communi- cation	Community Services	Other industries(b)	All industries
	Coal	Other							
Twelve months ended —									
1988 —									
December	15,548	1,777	750	183	725	177	90	83	269
1989 —									
December	5,505	642	473	283	374	160	176	65	190
1990 —									
December	4,879	1,631	1,293	212	204	299	151	25	217
1991 —									
February	4,379	1,613	1,310	220	208	245	137	26	210
March	4,243	1,626	1,326	218	236	241	122	27	209
April	4,263	1,639	1,347	227	195	125	122	22	199
May	3,915	1,483	1,760	227	198	68	73	20	206
June	3,716	1,561	2,404	231	259	79	78	26	254
July	3,787	1,593	2,694	230	342	83	80	28	277
August	4,444	1,603	2,729	217	338	80	85	28	279
September	4,931	1,383	2,337	197	336	90	96	30	256
October	4,865	806	1,980	332	432	234	170	70	291
November	4,481	703	1,808	299	425	236	152	68	268
December	4,507	735	1,820	296	428	237	150	63	265
1992 —									
January	4,414	732	1,838	289	418	237	148	64	263
February	4,290	757	1,861	278	416	241	141	64	260
March	4,281	942	1,877	279	393	241	147	64	262
April	4,259	975	1,886	272	377	248	147	67	262

(a) See paragraph 4 of the Explanatory Notes. (b) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Recreation, personal and other services.

**TABLE 5. INDUSTRIAL DISPUTES IN PROGRESS : STATES AND TERRITORIES, AUSTRALIA,
WORKING DAYS LOST PER THOUSAND EMPLOYEES FOR THE TWELVE MONTHS ENDED(a)**

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
<i>Twelve months ended —</i>									
1988 —									
December	341	214	336	93	299	118	158	112	269
1989 —									
December	269	199	102	67	187	64	111	77	190
1990 —									
December	283	226	111	236	200	67	26	62	217
1991 —									
February	284	202	106	233	201	66	17	60	210
March	282	200	107	235	201	64	17	61	209
April	284	166	105	226	193	47	33	58	199
May	314	150	95	200	251	56	35	57	206
June	385	188	125	240	313	56	42	24	254
July	411	212	152	259	335	51	48	28	277
August	427	210	142	255	330	48	48	30	279
September	379	209	143	193	317	48	51	30	256
October	555	167	126	139	241	31	51	30	291
November	527	138	116	113	220	33	51	29	268
December	528	128	114	112	223	28	51	18	265
1992 —									
January	528	125	112	112	215	28	51	18	263
February	522	124	114	109	213	35	51	18	260
March	522	128	118	101	222	33	59	17	262
April	522	128	118	94	224	69	37	20	262

(a) See paragraph 4 of the Explanatory Notes

**TABLE 6. INDUSTRIAL DISPUTES ENDING IN THE 12 MONTHS TO APRIL 1992 : AUSTRALIA,
REPORTED CAUSE, DURATION AND METHOD OF SETTLEMENT (a)**

	Number of disputes(b)	Employees involved (directly and indirectly) ('000)	Working days lost ('000)
CAUSE OF DISPUTE			
Wages	68	24.3	39.5
Hours of Work	7	1.3	3.1
Leave, pensions, compensation	38	8.3	23.1
Managerial policy	529	489.4	845.9
Physical working conditions	140	30.2	57.1
Trade unionism	96	16.7	22.0
Other(c)	84	578.5	596.8
Total	962	1,148.7	1,587.5
DURATION OF DISPUTE			
Up to and including 1 day	546	627.7	565.9
Over 1 and up to and including 2 days	227	324.5	448.4
Over 2 and less than 5 days	133	182.9	450.7
5 and less than 10 days	35	8.2	48.8
10 and less than 20 days	14	4.8	62.2
20 days and over	7	0.5	11.5
Total	962	1,148.7	1,587.5
METHOD OF SETTLEMENT			
Negotiation	161	75.4	170.5
State legislation	94	23.7	60.4
Federal and joint Federal-State legislation	115	260.5	531.7
Resumption without negotiation	583	786.6	814.8
Other methods	9	2.5	10.2
Total	962	1,148.7	1,587.5

(a) More detailed information by State and industry is available on request. (b) Disputes affecting more than one industry have been counted as a separate dispute in each industry. See paragraph 5 of the Explanatory Notes. (c) Includes disputes not elsewhere categorised.

EXPLANATORY NOTES

Introduction

The statistics in this publication relate to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred. Ten working days is equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of stoppage, for example, 3,000 workers on strike for 2 hours would be counted as 750 working days lost (assuming they work an 8 hour day).

2. The statistics of working days lost relate to the losses due to industrial disputes only (as defined in paragraph 2 of the Glossary). Effects on other establishments, such as stand-downs because of lack of materials, disruption of transport services, power cuts, etc. are not included.

3. The statistics of industrial disputes are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. Particulars of some stoppages may have been estimated and the statistics therefore should be regarded as giving only a broad measure of the extent of industrial disputes as defined above.

Change in methodology

4. The basis for the calculation of working days lost per thousand employees was changed in January 1987 to include estimates of employees from the Survey of Employment and Earnings. They are combined with estimates of the number of employees in agriculture and in private households, obtained from the Labour Force Survey. Estimates have been recalculated on this basis for each month back to June 1984 and are available on request. In issues of this publication prior to January 1987, the estimates of numbers of employees were based entirely on Labour Force Survey data. The effect of the change is minimal at the 'all industries' level but is quite significant, in some cases, for individual industry groups.

5. The basis for the calculation of the number of disputes was changed in December 1987 (see paragraph 2 of the Glossary). Before that date, where the causes of several disputes were the same (e.g. National Wage Case disputes) the disputes were counted as one dispute in each State or Territory in which they occurred, irrespective of whether they were directed or organised by one person or organisation, or whether the dispute occurred in more than one industry. The reason for the change was to align the method of counting the number of disputes with the International Labour Organisation guidelines. In accordance with this change in definition, estimates of the number of disputes shown in this bulletin for past periods have been revised. In issues of this publication prior to September 1988, the number of disputes were counted on the old basis. Unpublished estimates of the number of disputes have been revised on the new basis from January 1985 and are available on request. The number of employees involved and working days lost remain unchanged.

Reliability of estimates

6. Inaccuracies may occur because of imperfections in information provided by respondents or in processing by the ABS. Although considerable care is taken in questionnaire design; in the instructions given to respondents; and in editing the returns; these inaccuracies may occur in any enumeration, whether it be a full count or a sample.

Other ABS publications

7. Users may also wish to refer to the following publications:

Labour Statistics, Australia (6101.0) — issued annually

The Labour Force, Australia, Preliminary (6202.0) — issued monthly

The Labour Force, Australia (6203.0) — issued monthly

Trade Union Statistics, Australia (6323.0) — issued annually

Trade Union Members, Australia, August 1990 (6325.0)

Employed Wage and Salary Earners, Australia (6248.0) — issued quarterly

Award Rates of Pay Indexes, Australia (6312.0) — issued monthly

Unpublished statistics

8. A range of unpublished data is also available on request including dispute details at more detailed industry levels, cross-classified by States/Territories, and finer cause of dispute and method of settlement categories than those published. Considerable time series exist for most variables. Inquiries regarding data availability and associated charges should be directed to Laura Smith on (06) 252 6561.

9. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Symbols and other usages

r estimates revised since last issue
— nil or rounded to zero

10. Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

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DISCOVERY. Key *656# for selected current economic, social and demographic statistics.

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GLOSSARY

Cause of dispute

The statistics of causes of industrial disputes relate to the reported main cause of the stoppage of work and not necessarily all causes that may have been responsible for the stoppage of work. For these reasons, the statistics do not reflect the relative importance of all causes of disputes as perceived by both employers and employees. The causes are classified from information supplied by employers and according to standards determined by the International Labour Organisation. The classification of causes is as follows:

Wages. Claims involving general principles relating to wages e.g. increase (decrease) in wages; variation in method of payment or combined claims relating to wages, hours or conditions of work in which the claim about wages is deemed to be the most important. Combined claims in which other claims are deemed to be the most important are included under the relevant cause. Disputes over award restructuring are included under managerial policy.

Hours of work. Claims involving general principles relating to hours of work e.g. decrease (increase) in hours; distribution of hours.

Leave, pensions, compensation. Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards.

Managerial policy. Disputes concerning the exercise of managerial control by employers e.g. terms and conditions of employment (other than disputes specifically about wages and hours); new awards; award restructuring; work practices; principles of promotion or deployment of staff including roster complaints and retrenchments; disciplinary matters including alleged victimization of union officials; employment of particular persons; disagreement with managerial decisions.

Physical working conditions. Disputes concerning physical working conditions and safety issues e.g. protective clothing and equipment; first aid services; uncomfortable working conditions; lack of, or the condition of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks.

Trade unionism. Disputes concerning employment of non-unionists, inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities.

Other. Disputes concerning protests directed against persons or situations other than those relating to the employer/employee relationship e.g. political matters; fining and gaoling of persons; lack of work; lack of adequate transport; non-award public holidays; accidents and attendance at funerals. Stoppages for which no reason is given are also included in this category.

Disputes

2. For these statistics, an *industrial dispute* is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

3. A dispute affecting several establishments is counted as a single dispute if it is organised or directed by one person or organisation in each State or Territory in which it occurs; otherwise it is counted as a separate dispute at each establishment (in each State or Territory) and in each industry in which it occurred. Prior to December 1987 disputes were counted differently (refer to paragraph 5 of the Explanatory Notes for details).

4. When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete months, the stoppages are counted as a single dispute. When the return to work is for two or more months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute.

5. Information is recorded concerning all industrial disputes where ten or more working days are lost (see paragraph 1 of the Explanatory Notes). Included in these statistics are the following types of industrial disputes:

- unauthorised stopwork meetings;
- unofficial strikes;
- sympathetic strikes (e.g. strikes in support of a group of workers already on strike);
- political or protest strikes;
- general strikes;
- work stoppages initiated by employers (e.g. lockouts); and
- rotating or revolving strikes (i.e. strikes which occur when workers at different locations take turns to stop work).

Excluded from these statistics are work-to-rules, go-slows, bans (e.g. overtime bans) and sit-ins. In addition, industrial disputes in which employees resign are deemed to have been resolved. Statistics on those disputes will cease to be collected from the date of the employees' resignations.

Disputes in progress

6. *Disputes in progress* refers to all disputes occurring within a particular calendar month or year. These disputes may:

- start in the previous month or year and continue into the period being measured, or
- begin and end in the period being measured, or
- begin in the period being measured and continue into the next period.

Duration of dispute

7. The *duration* of a dispute is the average number of working days lost per employee involved in the dispute. The duration of the dispute is calculated by dividing the total number of working days lost in the dispute by the number of employees involved (both directly and indirectly).

Employees

8. *Employees* refer to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.

9. *Employees directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

10. *Employees indirectly involved* are those who ceased work at the establishment where the stoppages occurred, but who are not themselves parties to the dispute. Employees who ceased work at establishments other than those where the stoppages occurred are excluded. See paragraph 2 of the Explanatory Notes.

11. *Total employees involved* for any period of time are obtained by adding together the number of employees involved in each dispute in the period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference, the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute, the figures of employees involved relate to the largest number of individual employees involved on any one day. Generally, the *total* number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees *newly* involved in subsequent months. Differences between monthly and annual totals can occur due to the temporary cessation of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees *newly* involved in stoppages in the second period in which the dispute occurs.

Method of settlement

12. Statistics of the *method of settlement* of industrial disputes relate to the *method directly responsible for ending the stoppage of work* as reported and not necessarily to the method (or methods) responsible for settling all matters in dispute. For these reasons, they do not reflect the relative importance of the work of various industrial tribunals

operating under State and Federal legislation. The classification of method of settlement is as follows:

Negotiation. Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.

State legislation. Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference. Intervention, assistance or advice of State government officials or inspectors.

Federal and joint Federal-State legislation. Compulsory or voluntary conference or by intervention or assistance, of, or reference to, the industrial relation commissions created by or constituted under the Industrial Relations Act, Coal Industry Acts, Stevedoring Industry Act, and other acts such as the Navigation Act; Public Service Arbitration Act. Intervention, assistance or advice of Federal government officials or inspectors.

Resumption without negotiation. This category may include some disputes which are settled subject to subsequent negotiation of a formal nature, such as industrial court hearings. Stop-work meetings are included, and this category may also include disputes settled by 'resumption' as stated, but about which no further information is available.

Other methods. Mediation; filling places of employees on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

Working days lost

13. *Working days lost* refer to working days lost by employees directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

Working days lost per thousand employees

14. *Working days lost per thousand employees* are calculated for the 12 month period from working days lost and estimates of employees obtained from the ABS Survey of Employment and Earnings and the ABS Labour Force Survey. Refer to paragraph 4 of the Explanatory Notes for details of the way in which these measures are calculated, and the change in the method of calculation from 1987.

